

Agency-Wide Priorities:

Goal Statement 1: Employee safety and well-being will continue to be considered first and foremost in all agency decisions.			
Key Strategies	Target Population/Audience	Outcome Measures	Results of Outcome Measures
Improve employee's safety and security.	Staff	<ul style="list-style-type: none"> Incidence Rate – Risk Manager. Measured based on number of worker's compensation claims per 100 employee hours worked during fiscal year 2008. Reported July 2008 compared to five (5) previous years' rates. Employee Job and Environment Satisfaction Survey – Human Resources Manager. Measured by a department wide survey* completed by June 30, 2008. Reported July 2008. 	<ul style="list-style-type: none"> Safe and protected staff. Reduction in incident reports. Tools available to ensure safety of staff.
Maintain Employee Advocacy committee.	Staff	<ul style="list-style-type: none"> Employee Security Perception – Facility Manager. Measured by a department wide survey* completed by June 30, 2008. Reported July 2008. <p>*Surveys to be combined.</p>	<ul style="list-style-type: none"> Increased job satisfaction in staff.
Goal Statement 2: Continue the high quality prevention services delivered or supported by our outstanding employees at current levels in a manner that is respectful to staff, clients and the environment.			
Key Strategies	Target Population/Audience	Outcome Measures	Results of Outcome Measures
Assess community needs to identify where prevention is most needed and sharing this information with other departments.	Community	<ul style="list-style-type: none"> Number of Community Health Assessments completed and/or evaluated and actions that were taken – CDC & PHP Manager. Reported July 2008 for all assessments completed during fiscal year 2008. 	<ul style="list-style-type: none"> Identified needed prevention services. Identified successful/unsuccessful prevention programs.
Improve social and cultural diversity.	Staff	<ul style="list-style-type: none"> Percent of permanent staff who have completed one or more social and/or cultural diversity training sessions – Human Resources Manager. Reported July 2008 for training completed during fiscal year 2008. 	<ul style="list-style-type: none"> Improved customer service. Improved employee relationships. Improved teamwork.

Goal Statement 3: Develop an increased emphasis throughout all program areas on: community education and health promotion targeting policy and systems change; sustainability in the design of new initiatives, implementation of customer-friendly information technology, and evaluation using outcome measures.			
Key Strategies	Target Population/Audience	Outcome Measures	Results of Outcome Measures
Improve information exchange and service delivery through information technology systems.	Staff and community	<ul style="list-style-type: none"> Number of website hits – IT Manager. Hits reported during fiscal year 2008. Compared to historical data. Reported July 2008. 	<ul style="list-style-type: none"> Improved information accessibility and service delivery.
Develop and participate in community partnerships which target policy and system change.	Community	<ul style="list-style-type: none"> Number of community partnerships established or expanded during fiscal year 2008 – Deputy Director. Reported July 2008. 	<ul style="list-style-type: none"> Effective community wide public health support.
Goal Statement 4: Create a new emphasis on mental health and substance abuse prevention -- develop and implement a strategy for incorporating mental health and substance abuse assessment, education and referral into existing program areas.			
Key Strategies	Target Population/Audience	Outcome Measures	Results of Outcome Measures
Provide training and resources for CDHD staff to assist them in consistent identification of persons with mental health and/or substance abuse (MH/SA) issues.	Staff and clients	<ul style="list-style-type: none"> A mental health and substance abuse assessment tool is developed and implemented for Central District Health Department during fiscal year 2008 – Deputy Director. Reported July 2008. 	<ul style="list-style-type: none"> Assessment tool that consistently identifies persons with MH/SA needs. Educated staff on who to refer persons to that has available community MH/SA resources.
Identify community partners and resources available to persons who are identified as needing MH/SA intervention in order to facilitate referral to care.	Clients and community	<ul style="list-style-type: none"> A mental health and substance abuse referral resource list is developed and implemented during fiscal year 2008 – Deputy Director. Reported July 2008. 	<ul style="list-style-type: none"> Community resources will be identified. Appropriate referrals will be made for persons identified as needing MH/SA resources.
Goal Statement 5: Promote physical activity and good nutrition both within the organization and across all program areas.			
Key Strategies	Target Population/Audience	Outcome Measures	Results of Outcome Measures
Promote good nutrition and physical activity through employee education and incentives that reward overall health and well-being.	Staff	<ul style="list-style-type: none"> Percent of staff who have two (2) or more health indicators (BP, BMI, cholesterol, flexibility, and/or stress) within the current standards - Wellness Committee. Reported July 2008. Percent of staff who engage in 30 minutes or more of physical activity at least three (3) days a week for at least 3 weeks a month - Wellness Committee. Staff survey findings to be reported July 2008. 	<ul style="list-style-type: none"> Improved health measures, such as, improved nutrition, BP, improved lipid values, weight management, BMI, flexibility and improved stress management. Increase or maintain appropriate activity.

Goal Statement 5: Promote physical activity and good nutrition both within the organization and across all program areas. (Continues)			
Key Strategies	Target Population/Audience	Outcome Measures	Results of Outcome Measures
Promote system change throughout CDHD through improved access to physical activity and nutrition resources.	Community	<ul style="list-style-type: none"> Percent of adults in District 4 who do participate in leisure time physical activity – CHEC Manager. Reported based on most current available data as of July 2008. Percent of adults in District 4 who are overweight and/or obese – CHEC Manager. Reported based on most current available data as of July 2008. 	<ul style="list-style-type: none"> Improved integration and use of physical activity and nutrition resources across all CDHD programs.
Develop community partnerships to develop and implement policies to improve community wellness.	Community	<ul style="list-style-type: none"> Number of agencies and organizations that we worked directly with to create or enhance physical activity and/or nutrition policies during fiscal year 2008 – CHEC Manager. Reported in July 2008. 	<ul style="list-style-type: none"> Increased community partnerships and public health policies.
Goal Statement 6: Ensure ongoing preparedness throughout the agency.			
Key Strategies	Target Population/Audience	Outcome Measures	Results of Outcome Measures
Promote personal preparedness through education and resources while instilling a culture of preparedness.	Staff	<ul style="list-style-type: none"> Percent of permanent staff who have been provided home preparedness kits prior to June 30, 2008 - CDC & PHP Manager. Reported July 2008. Percent of staff who report having all the recommended emergency supplies in their homes - CDC & PHP Manager. Staff survey to be completed prior to June 30, 2008. Reported July 2008. 	<ul style="list-style-type: none"> Improved personal preparedness.
CDHD programs, in consultation with PHP staff, will deliver preparedness messages to clients.	Community	<ul style="list-style-type: none"> Number of PHP Public Awareness Campaigns that have provided one or more new PHP messages to clients (including internal) during fiscal year 2008 - CDC & PHP Manager. Reported July 2008. 	<ul style="list-style-type: none"> Individuals and organizations utilizing educational materials.
CDHD will continue to build partnerships and collaborate on community wide exercises and training.	Community	<ul style="list-style-type: none"> Number of new PHP community partnerships established during fiscal year 2008 - CDC & PHP Manager. Reported July 2008. 	<ul style="list-style-type: none"> Improved preparedness. Maintain existing and create new partnerships.